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TRANSMITTAL OF INFORMATION DISCLOSURE STATEMENT (Under 37 CFR 1.97(b) or 1.97(c))					Docket No. 15854.4	
In Re Application Of: Black et al						
Application No.	Filing Date	Examiner	Customer No.	Group Art Unit	Confirmation No.	
10/848,809	May 19, 2004	Unknown	022913	3622	6228	
Title: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE MANAGEMENT						
<div style="display: flex; justify-content: space-between; align-items: flex-start;"> <div style="width: 20%;">  </div> <div style="width: 80%; text-align: center;"> <p>Address to:</p> <p>Commissioner for Patents P.O. Box 1450 Alexandria, VA 22313-1450</p> </div> </div>						
37 CFR 1.97(b)						
1. <input checked="" type="checkbox"/> The Information Disclosure Statement submitted herewith is being filed within three months of the filing of a national application other than a continued prosecution application under 37 CFR 1.53(d); within three months of the date of entry of the national stage as set forth in 37 CFR 1.491 in an international application; before the mailing of a first Office Action on the merits, or before the mailing of a first Office Action after the filing of a request for continued examination under 37 CFR 1.114.						
37 CFR 1.97(c)						
2. <input type="checkbox"/> The Information Disclosure Statement submitted herewith is being filed after the period specified in 37 CFR 1.97(b), provided that the Information Disclosure Statement is filed before the mailing date of a Final Action under 37 CFR 1.113, a Notice of Allowance under 37 CFR 1.311, or an Action that otherwise closes prosecution in the application, and is accompanied by one of:						
<div style="margin-left: 40px;"> <input type="checkbox"/> the statement specified in 37 CFR 1.97(e); </div>						
OR						
<div style="margin-left: 40px;"> <input type="checkbox"/> the fee set forth in 37 CFR 1.17(p). </div>						

TRANSMITTAL OF INFORMATION DISCLOSURE STATEMENT
(Under 37 CFR 1.97(b) or 1.97(c))

Docket No.
15854.4

In Re Application: **Black et al**

Application No.	Filing Date	Examiner	Customer No.	Group Art Unit	Confirmation No.
10/848,809	May 19, 2004	Unknown	022913	3622	6228

AUTOMATED COMPLIANCE FOR HUMAN RESOURCE MANAGEMENT



Payment of Fee

(Only complete if Applicant elects to pay the fee set forth in 37 CFR 1.17(p))

- ☐ A check in the amount of _____ is attached.
- ☒ The Director is hereby authorized to charge and credit Deposit Account No. **23-3178** as described below.
- ☐ Charge the amount of _____
- ☒ Credit any overpayment.
- ☒ Charge any additional fee required.

Certificate of Transmission by Facsimile*

I certify that this document and authorization to charge deposit account is being facsimile transmitted to the United States Patent and Trademark Office (Fax. No. _____)
_____ (Date)
_____ Signature
_____ Typed or Printed Name of Person Signing Certificate

Certificate of Mailing by First Class Mail

I certify that this document and fee is being deposited on August 2 , 2004 with the U.S. Postal Service as first class mail under 37 C.F.R. 1.8 and is addressed to the Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450.
 Signature of Person Mailing Correspondence
Peter F. Malen, Jr.
_____ Typed or Printed Name of Person Mailing Certificate

*This certificate may only be used if paying by deposit account

Signature
Peter F. Malen, Jr.
Attorney for Applicant
Reg. No.: 45,576

Dated: August **2**, 2004

CC:



PATENT APPLICATION

Docket No: 15854.4

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of)	
)	
	Black, et al)	
)	
Serial No.:	10/848,809)	Art Unit
)	3622
Confirmation No.:	6228)	
)	
Filed:	May 19, 2004)	
)	
For:	AUTOMATED COMPLIANCE FOR HUMAN)	
	RESOURCE MANAGEMENT)	
)	
Examiner:	Unknown)	

INFORMATION DISCLOSURE STATEMENT
UNDER 37 C.F.R. § 1.97

Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

Sir:

Please find, pursuant to 37 C.F.R. § 1.98(a)(1), the enclosed Form PTO-1449 which contains a list of all patents, publications, or other items that have come to the attention of one or more of the individuals designated in 37 C.F.R. § 1.56(c). While no representation is made that any of these references may be "prior art" within the meaning of that term under 35 U.S.C. §§ 102 or 103, the enclosed list of references is disclosed so as to fully comply with the duty of disclosure set forth in 37 C.F.R. § 1.56.

Moreover, while no representation is made that a specific search of office files or patent office records has been conducted or that no better art exists, the undersigned attorney of record

believes that the enclosed art is the closest to the claimed invention (taken in its entirety) of which the undersigned is presently aware, and no art which is closer to the claimed invention (taken in its entirety) has been knowingly withheld.

In accordance with 37 C.F.R. §§ 1.97 and 1.98, a copy of each of the listed references or relevant portion thereof is also enclosed.

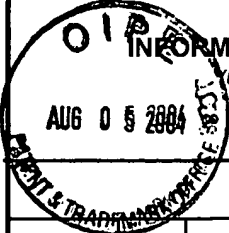
DATED August 2, 2004.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "P. F. Malen, Jr.", with a stylized, cursive script.

Peter F. Malen, Jr.
Attorney for Applicant
Registration No. 45,576
Customer No. 022913

PFM: jw
JLW0000000974V001

 <p>INFORMATION DISCLOSURE CITATION (Use several sheets if necessary)</p>				ATTY DOCKET NO. 15854.4		APPLICATION NO. 10/848,809		
				APPLICANT(S) Black, et al				
				FILING DATE May 19, 2004		GROUP ART UNIT 3622		
U.S. PATENT DOCUMENTS								
*EXAMINER INITIAL		DOCUMENT NUMBER	DATE	NAME	CLASS	SUBCLASS	FILING DATE IF APPROPRIATE	
	1.	6,526,404	02/25/03	Slater, et al	707	5		
	2.	6,411,938	06/25/02	Gates, et al	705	30		
	3.	6,385,620	05/07/02	Kurzius et al	707	104.1		
	4.	6,381,592	04/30/02	Reuning	707	3		
	5.	6,343,275	01/29/02	Wong	705	26		
U.S. PATENT APPLICATION PUBLICATIONS								
*EXAMINER INITIAL		DOCUMENT NUMBER	DATE	NAME	CLASS	SUBCLASS	FILING DATE IF APPROPRIATE	
FOREIGN PATENT DOCUMENTS								
		DOCUMENT NUMBER	DATE	COUNTRY	CLASS	SUBCLASS	TRANSLATION	
							YES	NO
OTHER DOCUMENTS (Including Author, Title, Date, Pertinent Pages, Etc.)								
EXAMINER				DATE CONSIDERED				
<p>*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.</p>								

INFORMATION DISCLOSURE CITATION <i>(Use several sheets if necessary)</i>	ATTY DOCKET NO. 15854.4	APPLICATION NO. 10/848,809
	Black, et al	
	FILING May 19, 2004	GROUP ART 3622

U.S. PATENT DOCUMENTS

*EXAMINER INITIAL	DOCUMENT NUMBER	DATE	NAME	CLASS	SUBCLASS	FILING DATE IF APPROPRIATE
	6.	6,289,340	09/11/01	Puram et al	707	5
	7.	6,275,812	08/14/01	Haq et al	705	11
	8.	5,913,198	06/15/99	Banks	705	4
	9.	5,884,270	03/16/99	Walker et al	705	1
	10.	5,659,616	08/19/97	Sudia	380	23

U.S. PATENT APPLICATION PUBLICATIONS

*EXAMINER INITIAL	DOCUMENT NUMBER	DATE	NAME	CLASS	SUBCLASS	FILING DATE IF APPROPRIATE

FOREIGN PATENT DOCUMENTS

DOCUMENT NUMBER	DATE	COUNTRY	CLASS	SUBCLASS	TRANSLATION	
					YES	NO

OTHER DOCUMENTS *(Including Author, Title, Date, Pertinent Pages, Etc.)*

EXAMINER	DATE CONSIDERED
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	Black, et al	
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U.S. PATENT DOCUMENTS

*EXAMINER INITIAL	DOCUMENT NUMBER	DATE	NAME	CLASS	SUBCLASS	FILING DATE IF APPROPRIATE
	11.	5,600,554	02/04/97	Williams	395	201
	12.	4,819,162	04/04/89	Webb, Jr. et al	364	401
	13.	6,401,079	06/04/02	Kahn et al	705	30

U.S. PATENT APPLICATION PUBLICATIONS

*EXAMINER INITIAL	DOCUMENT NUMBER	DATE	NAME	CLASS	SUBCLASS	FILING DATE IF APPROPRIATE

FOREIGN PATENT DOCUMENTS

DOCUMENT NUMBER	DATE	COUNTRY	CLASS	SUBCLASS	TRANSLATION	
					YES	NO

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